

Teacher Working Conditions Survey
Correlation of Questions and Standards

***Questions in bold are primary questions to that standard & element. All others are secondary.**

Standard 4: Human Resource Leadership

Element A: Professional Development/Learning Communities

2.1e The non-instructional time provided for teachers in my school is sufficient.

2.3 In an average week of teaching, how many hours do you have for non-instructional time during the regular school day?

2.3b And how many of these hours are available for structure collaborative planning?

3.1f Teachers have adequate professional space to work productively.

4.1a Teachers are centrally involved in decision making about educational issues.

4.1c The faculty has an effective process for making group decisions & solving problems.

4.3a Please indicate how large a role teachers have at your school selecting instructional materials and resources.

4.3b Please indicate how large a role teachers have at your school devising teaching techniques.

4.3c Please indicate how large a role teachers have at your school setting grading and student assessment practices.

5.1a There is an atmosphere of trust and mutual respect within the school.

5.1n Teachers receive feedback that can help them improve teaching.

5.3b The school leadership makes a sustained effort to address teacher concerns about the use of time in my school.

5.3c The school leadership makes a sustained effort to address teacher concerns about professional development.

5.3d The school leadership makes a sustained effort to address teacher concerns about empowering teachers.

5.3e The school leadership makes a sustained effort to address teacher concerns about leadership issues.

6.1a Sufficient funds and resources are available to allow teachers to take advantage of professional development activities.

6.1b Teachers are provided with opportunities to learn from one another.

6.1c Adequate time is provided for professional development.

6.1d Teachers have sufficient training to fully utilize instructional technology.

6.1e Professional development provides teachers with the knowledge and skills most needed to teach effectively.

6.4a Professional development has provided YOU with strategies that you have incorporated into your instructional delivery methods.

6.5a Professional development has provided teachers with strategies that they have incorporated into their instructional delivery methods.

Element B: Recruiting, Hiring, Placing and Mentoring of Staff

4.3e Please indicate how large a role teachers have at your school hiring new teachers.

5.3f The school leadership makes a sustained effort to address teacher concerns about new teacher support.

9.1 Have you been formally assigned a mentor during any of your first three years teaching in North Carolina?

9.2 Have you been formally assigned a mentor in your first AND second year teaching in North Carolina?

9.3a My mentor provided effective support in instructional strategies.

9.3b My mentor provided effective support in curriculum and subject content I teach.

9.3c My mentor provided effective support in classroom management/discipline strategies.

9.3d My mentor provided effective support in school and/or district policies and procedures.

9.3e My mentor provided effective support in completing products or documentation required of new teachers.

9.3f My mentor provided effective support in completing other school or district paperwork.

9.3g My mentor provided effective support in social support and general encouragement.

9.5a On average, how often did you engage in planning during the school day with your mentor?

9.5b On average, how often did you engage in being observed teaching by your mentor?

9.5c On average, how often did you engage in observing your mentor's teaching?

9.5d On average, how often did you engage in planning instruction with your mentor?

9.5e On average, how often did you engage in having discussions with your mentor about your teaching?

9.6 Of the success you have had as a beginning teacher, what proportion would you attribute to your mentoring experience?

9.7 Overall my mentoring experience has been important in my decision to continue teaching at this school.

Element C: Teacher and Staff Evaluation

4.3d Please indicate how large a role teachers have at your school determining the content of in-service professional development programs.

5.1k Teachers are held to high professional standards for delivering instruction.

5.1l Teacher performance evaluations are handled in an appropriate manner.

5.1m The procedures for teacher performance evaluations are consistent.

5.1n Teachers receive feedback that can help them improve teaching.

Standard 2: Instructional Leadership

Element A: Focus on Learning and Teaching, Curriculum, Instruction and Assessment

3.1a Teachers have sufficient access to appropriate instructional materials and resources.

3.1b Teachers have sufficient access to instructional technology, including computers, printers, software and internet access.

3.1e The reliability and speed of Internet connections in this school are sufficient to support instructional practices.

4.1b Teachers are trusted to make sound professional decisions about instruction.

5.1b The faculty are committed to helping every student learn.

5.1n Teachers receive feedback that can help them improve teaching.

6.1b Teachers are provided with opportunities to learn from one another.

6.1c Adequate time is provided for professional development.

6.1d Teachers have sufficient training to fully utilize instructional technology.

6.1e Professional development provides teachers with the knowledge and skills most needed to teach effectively.

7.3 At this school we utilize the results from the Teacher Working Conditions survey as a tool for school improvement.

Element B: Focus on Instructional Time

2.1b Teachers have time available to collaborate with their colleagues.

2.1c Teachers are protected from duties that interfere with their essential role of educating students.

2.1d School leadership tries to minimize the amount of routine administrative paperwork required of teachers.

2.1e The non-instructional time provided for teachers in my school is sufficient.

2.3 In an average week of teaching, how many hours do you have for non-instructional time during the regular school day?

2.3a Of these hours, how many are available for individual planning?

2.3b And how many hours are available for structured collaborative planning?

5.1d The school leadership shields teachers from disruptions, allowing teachers to focus on educating students.

5.3b The school leadership makes a sustained effort to address teacher concerns about the use of time in my school.

6.1b Teachers are provided with opportunities to learn from one another.

6.1c Adequate time is provided for professional development.